

Sierra Poole is a Human Resources Manager for Domestic Operations with more than a decade of experience helping organizations build teams, strengthen leadership capabilities, and create talent strategies. Throughout her career, she has partnered closely with operational leaders to align workforce planning, employee development, and organizational effectiveness initiatives with long-term business objectives.

Sierra is particularly passionate about talent development and preparing future leaders for success. She has led several initiatives, including the creation of a leadership development program designed to support emerging leaders transitioning into director-level roles, as well as the creation of an Operator Trainer Certification Program focused on accelerating employee onboarding, enhancing safety, and building operational capability. Her work centers on creating scalable people solutions that improve both employee growth and organizational performance.

In addition to her professional responsibilities, Sierra serves on the council of United Performance Metals' Women's Resource Group, where she helps demystify opportunities for women to develop leadership skills, expand their professional networks, and advance within the metals industry. She is an advocate for mentorship, workforce development, and increasing access to leadership opportunities for the next generation of professionals.

As a member of Xavier Women's Business and Leadership, Sierra looks forward to collaborating with fellow leaders, sharing insights on talent and organizational development, and contributing to the advancement of women in business and leadership roles.

Outside of work, Sierra enjoys bourbon hunting, trap shooting, and exploring new restaurants and culinary experiences with friends and family.